GRUMMAN plane news

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Journey to Iran – F-14 assignment offers challenge, excitement

First flight. H-1, the first of 80 F-14A's slated for delivery to Iran, took off on its initial flight from Calverton on Friday, December 5, with Colonel Somali, Air Attache of the Iranian Embassy in Washington, D.C., and Grumman officials viewing the proceedings. Pilot Joe Burke and Roger Ferguson, the weapons system operator, tested the Tomcat for more than an hour before returning to base. (Photo by Dick Sander)

On Monday, December 1, more Grumman families (21 people in all) departed from Kennedy International Airport for their new assignment in Iran, making the 7,000-mile trip to Isfahan on an Iran Air 707.

In the last four months, nearly 200 Grummanites, the vanguard of about 1,000 engineers and technicians, have been leaving their homes to live and work in Tehran, Isfahan, and (later) Shiraz. They are the personnel who will provide supervisory, maintenance, and training support to the program that will ultimately see 80 F-14A Tomcats delivered to Iran. A smaller number of Grummanites (mostly on two-year assignments) will remain in the country as long as the F-14s are operating there, into the 1990s. But long before then, complete responsibility for training and maintenance of the F-14 force will have been transferred to personnel of the Imperial Iranian Air Force.

Grummanites selected for the assignment in Iran not only received additional intensive training in the operation of the aircraft and its components but also in the culture and customs of the country where they will be living. Iran-bound Grumman people and their families participate in a Transcultural Orientation Course as a major part of their preparation before embarkation. The program, a five-part series developed by Corporate Training and Development, includes brochures (one is a 231-page handbook covering about every aspect of life in Iran) and a 40-hour course in spoken Farsi. The Iranian language is a comparatively easy language for Americans to learn to speak but extremely difficult to write.

The large handbook provided to those in the Transcultural Program states: *The opportunity to live abroad, in a new environment, among people of a different nationality and with different customs, is one granted to relatively few people. Those who have this chance usually find their lives greatly enriched by the experience.*

Uninformed Westerners have the misconception that Iran is a small, hot country in the Middle East, incessantly dry but rich in oil. Iran is a largely semi-arid plateau, situated in the north temperate zone, and has high mountains, fertile valleys, several long rivers and deep lakes—including the Caspian Sea, the largest inland body of water in the world which stretches across 200 miles of Iran's northern border. A country of great contrasts, more than 40 inches of rain falls annually in the northern area while only about eight inches falls in the interior and south. The Southern desert may well be one of the hottest places on Earth, but frigid temperatures are common in other areas—20 degrees below zero are not unusual—and for most of the country the four seasons begin and end as they do in Denver, Colorado.

Oil is not the only exportable product. An agricultural civilization existed in Iran as long ago as 4,000 B.C. and continues today alongside industry that includes the production of steel, aluminum, iron, machinery, chemicals, electrical equipment and Persian carpets. As far as its size is concerned, nearly 32 million Iranians live in 636,000 square miles (an average of 45 each mile). It is as big as France, Great Britain, Germany, Italy, Belgium, Holland and Denmark placed together.

Oldest monarchy

Iran—which means Aryan—was established as the Persian Empire during the rein of Cyrus the Great, 559 to 529 B.C. In those 30 years, the empire was stretched to the Nile in Egypt, through a large part of the region that is now India towards China—a total area larger than Europe. Iranians still refer to themselves as Persians, and Cyrus the Great is revered by them as George Washington is by Americans.

In 1976, Americans will be celebrating the beginnings of their nation 200 years ago; in 1971, Iranians celebrated their 2,500th anniversary at Persepolis—with a claim to being the world's oldest monarchy and certainly one of the most historic civilizations. Considering that, it's not surprising that Shah Mohammad Reza Pahlavi is determined to restore his country to its former position of world prominence.

(Continued on page 4)

Towl on retirement– 'Thanks for the memories'

Clint Towl said his good-byes to 25-year club members attending the annual luncheon at Huntington Town House on December 16. After welcoming the several thousand men and women to the 21st silver-anniversary luncheon, Towl, who retires at the end of 1975, talked about his 46 years with Grumman, the last nine as Board Chairman:

Traditionally, my remarks at these affairs have been directed mostly at the state of the company ... the challenges or problems we've faced, and the accomplishments we've realized.

Today, since this will be the last 25-year luncheon I will have the pleasure of presiding at, I'm going to break with that tradition and ask your indulgence while I use my time to say goodbye to you.

Yesterday, December 15th, marked the completion of my 46th year with the company, and I must say that it was an emotional experience for me. Looking toward the end of this year and my retirement, I felt a great deal of pride in what I've been a part of over the years ... a great deal of happiness in the many warm memories that I will be able to take with me ... and an undeniable regret that those years are no longer ahead of me.

My pride is a very natural one, I think, and stems not from my career itself but from what small contribution I may have been able to make in producing something fine and lasting ... in this case, the Grumman Company.

Hard work ... and luck

I suppose it's something like the fortunate parent who helps raise a child and, with a lot of plain hard work, much trepidation ... and luck, sees that child turn out well! I'm certain that each of you here today shares that feeling with me since you have all played an important role in bringing up Grumman. Without each of you, Grumman today would be less than the great company it has turned out to be.

I'll have to confess to you that I wasn't always as proud and confident as I am at this moment. I remember vividly, some 46 years ago, when I first walked into that ramshackle old garage on Brooklyn Avenue in Baldwin and thought: "My God, what have I gotten myself into?" And I remember moments, as I'm sure you do, when I had doubts that the hard work or even luck were going to pay off!

If there was one thing that sustained me during those moments it was confidence and belief in the people I was privileged to work with. At Grumman, we've always been most fortunate in attracting the kind of person who takes pride in his work, and who is willing to play for the team and not the grandstand. It began with men like Roy Grumman, Bill Schwendler, and Jake Swirbul among others, and the philosophy stuck. In brief, it's the philosophy that says "People are what make Grumman." It's a basic corporate rule that has not changed since 1929 ... and should not change for as long as the company exists.

Basic to growth

It is the rule that has been responsible for creating the kind of team that could get this company off the ground in the face of the Great Depression, carry it through the Great War and bring it through the difficult retrenchment following that war and get it back on its feet. It's been the invisible backbone that enabled us to achieve the enormous feat of putting men on the moon and to weather the kind of recent financial adversity that would have crushed a lesser company.

The company's management team has always been most concerned with quality, and with the well-being of everyone who works to maintain our excellent reputation. I believe that concern is basic to our continued growth and unique character ... and I believe that the men who will soon take the reins of Grumman Corporation—Jack Bierwirth and Joe Gavin—share that opinion with me.

Recently I was interviewed by a newspaper reporter, and he asked me if there was a time when I ever considered leaving Grumman. My answer to him was "No". I think that one-word answer, when considered after 46 years of ups and downs, successes and failures, and countless moments of happiness and sorrow, says it all for me! I came to stay, and like each of you, I found sticking with it worthwhile.

While I'm on the subject of people, I'd also like to leave another thought with you that I think is most essential—especially as it relates to the continuation of what we're all here to enjoy today:

Namely, each other's company and the satisfying knowledge that there are other 25-year people coming up behind us who also know that Grumman is a good place in which to work ... that there is a comradeship here that accommodates pride in performance and devotion to a career. They have a need to share your knowledge and your pride. We must offer them the kind of helping hand that has become a tradition at Grumman ... the kind of helping hand that might have made the big difference in deciding your own career some time ago. What I'm saying, in short, is that Grumman wouldn't have made it this far without you, and you won't make it very far into the future without them!

At this point, I'd like to mention one further word on the subject of continuation; and, I've got a remembrance to pass along as an example. Years ago, when I was a junior officer and Jake Swirbul was President, there was an occasion when Jake was scheduled to go to Washington for an important meeting with the Navy. I asked him if I could go along to sort of listen in and get my feet wet, so to speak. He considered my request for a moment, and decided that my presence wasn't really necessary, and turned me down. At that point Jake wasn't feeling very well, and I was concerned that someone might have to stand in for him sooner or later. Well, the night before the meeting, Jake called me and said that he couldn't make the trip and that I was to come over to his house immediately and get briefed on the situation. It turned out to be an all-night session, and I had to cram about 10 pounds of facts into a five-pound bag and, along with George Titterton as my back-up man, leave for the Capital in the morning.

That's called doing it the hard way. My point in telling you this story is that everyone in any management position at Grumman should have an educated backup ready to jump into the breach at any given moment. We're all human and can suddenly disappear from this earth for any number of reasons, anytime. Therefore, it's most essential that we provide for the inevitable. It doesn't cost much effort, and it's the sign of the solid manager. You'd be surprised at the number of visitors to my office who can't answer the question: "who's next in line?" I'd say about 75 percent of my visiting acquaintances think they're immortal! My experience tells me better! My advice, very briefly, is "Back yourself up." It's good for the company and it's good for you.

As for the memories I will take with me ... I could tell everyone in this room a different one and still have enough left over for years of enjoyable reminiscence. However, I can say without hesitation to all of you that my fondest memories will be of these occasions when I've been privileged to share your company. You represent Grumman's heart, and I'm proud as always, to be with you.

Salutes 'newcomers'

Before I close, I want you to know that I'm not going to disappear entirely after January 1st. I still have a couple of years left as a director, and I'll be stopping by from time to time to see if somebody needs to float a trial balloon. Sometimes being given the opportunity to "think out loud" is a great help. I hope I turn out to be a good listener. I further feel that you are getting one of the strongest management teams this company has ever had. I might add that they are going to need your all-out support to remain strong. I know I can count on them, and that they can count on you.

Last, I want to offer my sincerest congratuations to all the new quarter-century people who join us today, and to wish everyone here a healthy and happy holiday season.

Four Grummanites find fortune on employee suggestion route

The Motivational Programs Office has been kept busy this past year. Over 3,500 employee suggestions have been approved; Grummanites have been awarded over $128,850 in U.S. Savings Bonds for their ideas; the company reaped an estimated yearly savings of $6,060,666; and, there is still one more month to go.

In the November award-winning list, four men hit the big "idea jackpot" and were awarded over $1,000 in bonds for suggesting a safer and less costly and time-consuming method of performing their jobs. The top four lead a long list of 135 people who have also jumped on the suggestion bandwagon and were awarded a total of $19,500 (face value) in bonds — and saved the company an estimated $1,547,953.

Top of idea list

"It's one thing to realize that you have a trouble spot on the job," says this month's top winner Ralph Desiena, "but it takes time and effort on your part to find a less costly and better way to do the task."

Last April, Ralph gave that time and effort and suggested a modification of the drill plate of the F-14 wing center section in the E.B. Weld department. His "solution" eliminated warping and the resultant rework of the F-14 part. For his idea he was awarded $1,250 (face value) in U.S. Savings Bonds. At present, he is awaiting word on his latest suggestion, but, in the meanwhile, he's looking for another trouble spot he can eliminate on the job.

In the beginning

Two months after Bill Hansult began his job as status analyst in Plant 3's Machine Ops-Parts Control, he decided "there must be a better way." So, he came up with a new parts tracking status system and a follow-up trend chart. Both methods not only told the "whole story" but were more accurate, and provided much better visibility, and, says Bill, "It makes my job much easier."

Since Bill was a new employee at the time, he was unaware that employees can submit suggestions and reap awards for their efforts. "My supervisor told me about the system, and recommended that I submit my idea." Bill did just that; this month he was awarded with $1,200 in bonds for his idea.

Though only a "rookie" with one year in the company, Bill also submitted another suggestion and hit the double jackpot in this month's suggestions award listing; he was rewarded with a $175 in savings bonds. "Since I'm recently married," states Bill, " both awards will go towards our future house." Chances are the employee suggestion office hasn't heard the last from Hansult.

Al Pilnacek of Wing Final Assembly in Plant 3 is a firm believer in keeping production hours down in his department. He recently backed up that belief by submitting a suggestion involving transport of the F-14 wings on dollies that saves 20 manhours per aircraft. A Grummanite for over 24 years, Al hasn't submitted many employee suggestions in the past, but his latest award of $1,175 in bonds has him thinking about more. "I'm not going to let one idea pass me by."

Some people find the best way to eliminate a constant problem in performing the job is to conjure up a new way of doing things. That's what Hank Fernandez of Hydraulics in Plant 2 did. "We have to debur tube lines that had an odd configuration," says the $1,050 bond award winner. "Since they could not be inserted into a deburring machine, all the work had to be done by hand."

So Hank created a holding device that, when attached to a belt sander, produces a precision burr that cannot be accomplished by hand filing. "The new device not only improves the workmanship on the product," says Hank, "but it also cuts down on the re-work and production time."

Other winners on November's suggestion list are:

$800 — Nicholas Maniscalco/Harry Berg, Elect. Inst., Pl. 6.

$775 — Alfred Speranza, E.B. Weld, Pl. 2.

$725 — Joseph Blanche, Sub-Assy., Pl. 1.

$700 — Raymond Borrelli/John Transue, Ordnance, Pl. 6.

$650 — Elwood Gunther, Hydraulics, Pl. 2; Domingo Graves/Jess Morgan, Section Splice, Pl. 77.

$600 — Bruno Reciputi/Robert Bevil/John Fritz/Richard Smith, all of PPO — F-14, Pl. 1.

$550 — Frank DeQuarto/Richard Panse, Structures, Pl. 6.

$500 — Frank Pennino, Heat Treat, Pl. 2.

$450 — Frank Russo/John Milli (retired), both of Avionics Prod., and Ed Drydol, Mfg. Insp., all of Pl. 44.

$400 — Frank DeQuarto/Dick Panse, Structures, Pl. 6.

$375 — John Peterson/John Stecker/Kevin Marx, all of Fluids, Pl. 6.

$350 — Charles Spencer, Mfg. Insp. Elect., Pl. 6; Melvin Sendrovitz, P/S Elect. Engg., Pl. 15.

$300 — Frank Rule/Frank Abbondondolo, both of Sub-Assy, Maj., Pl. 1; Kevin Coyne, Elect.; Frank DeQuarto/Richard Baumann, Structures, all of Pl. 6; Sidney Hale, Mech. Engg/Des., Pl. 15.

$275 — Clifford Seaman, Trans.-Ops., Pl. 1.

$250 — Louis Respol/William Staab, Wing Final Assy., Pl. 3; Clifford Rudolph, Fluids, Pl. 6.

$200 — George Panzera, Hydraulics, Pl. 2; Richard Wasenius/Michael Granato, both of Structures; Anthony Lamberti, Fluids, all of Pl. 6; Paul Shaw, Metal & Welding Engg., Pl. 12; Willard Ports, Avionics Prod., Pl. 44.

$175 — Martin Foster, Mfg. Insp. Mech.; Joseph Kraebel, Meas. Std. Lab., both of Pl. 6.

$150 — Daniel Horton/Armand Jalbert, Maj. Assy., Pl. 3; Kirk Dreimann; Albert Boehm/Clifford Rudolph, all of Fluids; William Baum; Robert Pracher, both of Structures, all of Pl. 6; Walter Sheades, Flt. Dev. Ops.; Richard Bulla/Led Hesler, both of Structures and James Norton, Quality Control, all of Pl. 7; Roland Winter, Pubs., Pl. 15; James Cody, Elect. Cable Fab., P1. 43.

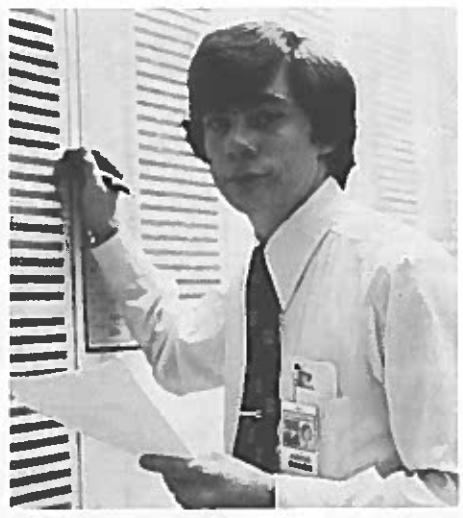
$125 — Leonard Enlund Jr., Form Block, Pl. 2.

$100 — Charles Howard, Sub-Assy., Pl. 1; Richard Longwell/William Vassilious; Edward Zbikowski/Matthew Taibi/Ray Bell/Willie Bailey, all of Maj. Assy., Pl. 3; Richard Mallett, Ordnance; Vincent Crocco (two-time winner) and Joseph Kraebel, both of Meas. Std. Lab.; Frank Posillico (a two-time winner), Structures, all of Pl. 6.

$75 — Ralph Leininger (two-time winner), Steel Pts. Assy., Pl. 2; William Gordon, N/C Mach.; William Hansult, Mach. Oper-Pts. Ctl., both of Pl. 3; William Baum, Structures; Thomas Steinjann, Ordnance; Edward Zdziebkowski, Quality Engg.; Wallace Kondratowicz, Meas. Std. Lab., all of Pl. 6.

$50 — August Krastel, Sub-Assy. Maj.; Harold Johansen, Fuselage Joining; Jerry Stencel, Final Assy.; Leonard Bonadonna/Salvatore Costello, Sub-Assy., all of Pl. 1; Arthur Ginnever, Steel Parts Assy.; Stanley Mruz/Sal D'Ambrosio, Prod. Ctl. Quick. Resp.; Edward Piendgensky, Drop Hammer, all of Pl. 2; Harold Lessmann, Dets. & Sub. Fab. Mgmt. and James Barnes, Meth. Engg., both of Pl. 3; Vincent Crocco, Meas. Std. Lab., Pl. 6; Thomas Egan, Inventory Cntl., Pl. 30; Robert Loretz, P/S Digital Engg., Pl. 34; Douglas Grundy, Power Pl. Des., Pl. 35; Randolph Soper, Q.C.Tech. Serv., Pl. 43; John Lynch, Elect. Wire Prep., P1. 44; Richard Wasenius, Pl. 77 and Michael Granato, Pl. 6, both of Structures.

Hank Fernandez



Bill Hansult

Al Pilnacek

Ralph Desiena

Built-in babysitters

More people than ever before have living grandparents, says the Health Insurance Institute. Figures by one large life insurance company show that the likelihood of having all four grandparents at a child's 10th birthday is currently 1 in 4. In 1920, the chances of such a family gathering would have been only 1 in 90.

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Assignment in Iran

(Continued from page 1)

Some names that fill Iranian history are world famous: Alexander the Great of Macedon, conqueror of Persia in 331 B.C.; Genghis Khan, who began the Mongol rule in 1220 A.D. that lasted 100 years; and Tamerlane the Tartar who conquered Persia in 1490—shortly before Christopher Columbus discovered the West Indies. More than 12 centuries ago, Omar Khayyam, a Persian poet, wrote the Rubaiyat, the literary classic that is still read in translations the world over.

New experience

One of those departing earlier this month (additional flights are scheduled in '76) was Paul Turtzo, a liaison engineer who specializes in pneudraulics. He sold his house shortly before embarking and his story pretty much illustrates the attitude of other Grumman journeyers to the far-off land.

"We started looking into this a year ago—I knew it was something I would fit into, an adventure. I'm 47 and my wife thought it was a chance to build a grubstake as well. Also, it would give a new facet to my experience with Grumman." Another important consideration for Turtzo, whose wife Betty Jean, 16-year-old daughter Laura, and 12-year-old son Tommy left with him, is "The kids are growing up and can appreciate what travel offers—this is an excellent chance to take advantage of the cultural enhancement. We'll do some traveling to Italy and other places in Europe on vacations, but I also like going out into the country and meeting the people. We'll do a lot of that." The Turtzos have three other daughters who will not be living abroad; one lives in St. Paul, Minn., another attends the University of Buffalo, (and will be visiting Isfahan during the next summer vacation). The last stay-at-home, a Grummanite, works in Accounting and was promoted recently to group leader.

"We'll be working Saturday through Wednesday", said Turtzo. "That's the Iranian work week—but we'll adapt to it. I'll be trouble-shooting the hydropneumatic crabs— problems that occur on the aircraft. It sometimes means we have to take a component off the aircraft and replace it and move the malfunctioning part into the laboratory to repair the unit." All the while, he'll be working with Iranian counterparts, introducing them to the pneumatic-hydraulic systems on the Tomcat.

Part of his technical training was a two-week stint at Miramar Naval Air Station in San Diego, where he met Imperial Iranian Air Force personnel and was impressed by their interest in learning more about the F-14.

Betty Jean Turtzo, like most of the other Grumman wives, shows a mixture of reserve and enthusiasm. "I'm looking forward to Iran but it will be very different than we're used to. We expect some things to be tough, but it's an opportunity we wouldn't miss." Like Paul, who intends to take more classwork in Farsi at the University of Isfahan, she may "really learn the language, both script and spoken. Paul has learned to write his name from right to left, as it is written in Farsi. "It looks like two 'J's back to back." Another thing she found interesting was the idea, expressed by Edgar Cayce in "The Sleeping Prophet," that the Garden of Eden was in Persia.

When Betty Jean used "tough", she referred to missing many luxuries taken for granted at home—TV, movies in English, pop music, a car, as well as holidays and customs. In Iran, Friday is the weekly holy day and Sunday is a workday. The Persian New Year begins on March 21, and Christmas is not a holiday at all. So they can take a little of Long Island to Middle East, Betty Jean Turtzo said, "We've already sent our Christmas ornaments and a tree ....We're not taking any chances." Otherwise she expects, as do all the Grummanites, to follow the customs and share in the national holidays of Iran as part of their broadening cultural experience.

Al and Karen Lebrecht have been married four years and when they were asked why they were going, they, too, used the word "adventure." Al works on communication and navigation systems and said he was one of the first to apply for the trip a year and half ago.

"My wife started going to the library and we liked what we learned about Iran. When we took the training program, we liked it even more although by then we had already made up our minds." The natural wonders of Iran and its cultural offerings also appealed to the Lebrechts, although they appeared to put more emphasis on outdoor activities. As one of the younger couples (they are in their twenties) they expect to participate in many of the country's activities.

Lebrecht served four years in the U.S. Air Force in Southeast Asia, "doing the same thing" in maintenance that he'll be demonstrating to Iranians for the next couple of years.

Jim and Val Harvey are friends of the Lebrechts who left on the same Iran-Air 707 from Kennedy International. He is a technician in navigation (Inertial Platform Test Station) and has been with Grumman only one year. "We thought it would be something new and different," he said.

Moments before they boarded an Iran Air 707, Grummanites Al Lebrecht (L) and Jim Harvey chatted with their wives Karen and Val. The Grumman group was bound for Isfahan. (Photos by Fred Annette)

The Lebrechts, Harveys, Turtzos and other Grumman people in Iran have the choice of sharing picniking and hiking in the nearby mountains and visits to many ancient sites. Isfahan is a city of striking domes, carved minarets, and colorful flower gardens. There are horseback riding, hunting and fishing, water skiing, swimming pools, cave exploration, ice skating, tennis, and soccer for those who wish to try.

Most of all, there is the job to be done. Jim Stefan of Maintenance Trainer Engineering, who chose the trip to Iran over Field Service in several American cities said, "I want to expand my career with Grumman. The educational benefits will be invaluable, and I like people. If I do my job well, when I'm ready to leave Iran, I'll be better able to move ahead at home. I expect to retire with the company."

He considers the Iranian assignment, "a fantastic chance for a Grumman employee. ... To see and live in another country, and to work with the people ...." The training we'll get working with the aircraft is priceless—not only will the Iranians be learning, we'll be learning more too. It will become embedded in our minds ... It will become second nature."

Long list of stores 'cash' certificates

If you have been awarded $3 Project Sterling suggestion award certificates, you may be wondering where the three-dollar notes are redeemable. Your certificates can be used to purchase items at all Employee Service Offices (ESO), at the Grumman Athletic Association (GAA) office in Plant 30, and for any articles on sale in Safety department offices.

In addition, arrangements have been made with the following merchants to accept these award certificates in payment for merchandise: in Port Jefferson Village—Anthony Bart Appliances, MacSnyder's Army/Navy Store, and Coopers; in Port Jefferson Station—Jefferson Smith, Karvin Lumber Corp., and Redfern Shop; in Riverhead—Carl & Bob's Clothing Store; D&S Electronics Inc.; Riverhead Auto Parts Inc.; Suffolk Tire Shop; Van Dyck & Yousik; and Swezey's department stores (also in Patchogue); in Williston Park—Mr. Jay Discount House; and, in Hicksville—U.S. General Supply Corp.

Fools rush in?

Americans are waiting longer to get married, reports the Health Insurance Institute. In 1974, the average age at first marriage was 21, nearly a year higher than it was in the mid-1950s, according to statistics from the Bureau of Census. The proportion of women who remained single at least until they were 20 to 24 has increased by one-third since 1960.

Women's training program expands career horizons

On December 4, Board Chairman Joe Gavin and other top company officials honored 12 Grumman employees who recently completed the Industrial Engineering Training Program for Women. And, as at most graduation ceremonies, the "future" was the main topic of discussion.

A little over a year ago, the future did not hold such broad and bright horizons for these women, whose occupations ranged from clerk to electrical assembler. Though they received periodic merit raises and occasional upgrading over the years, their jobs offered them little opportunity to advance into jobs with higher responsibility or into management positions.

But for the past 12 months, these women have been participating in the Industrial Engineering Training Program. During this time they have worked side-by-side with senior industrial engineers and have gained experience in such job areas as planning, crew-loading, production release, and material handling. This "learn-by-doing" approach constituted 80 percent of the program.

The remainder of the time, the women studied production plants where industrial engineering functions are a major activity, participated in monthly meetings which, on occasion, featured corporate officers as guest speakers, and enrolled in courses and seminars conducted by the Training and Development Department.

At the luncheon, Bill Going, who is director of Planning in Manufacturing Operations and responsible for the development of the program, reported on the success of Phase I of the pilot training program. "We've succeeded in accomplishing our three main objectives: to increase the male-female ratio in the industrial engineering world, to enhance women's advancement in the company, and to broaden the personnel base for management positions."

Offer congrats

Executive Vice President Ralph Tripp and Senior Vice President Ed Dalva personally congratulated each graduate at the luncheon. Both men were instrumental in initiating the pilot training program at Great River and Bethpage.

Board Chairman Joe Gavin was the keynote speaker at the luncheon and offered this advice to the new graduates: "You're going into the mainstream of corporate activity. Each one of you will be able to contribute to the company's future—to insure that Grumman stays on top of the industry. You can build a better future for Grumman by not only working harder—but by working smarter."

Now that the women trainees have completed the first phase of the pilot training program, each will choose an area to specialize and channel her future career development. Monthly meetings with the program's advisory board members—Marge Levine, Matti Proctor, Art Nelsen, Howard Teichmann, and Jim Roberts—will still be held to discuss progress and any problems they may encounter in their new assignments.

The benefit derived from this type of training program is two-fold. Says Mary Chisholm of Program Management Aircraft staff, who originated the idea for the program back in 1973: "Women have not only been given an opportunity for future growth, the company has also tapped a reservoir of latent talent."

Class of '75. Board Chairman Joe Gavin personally congratulates the graduates of the company's Industrial Engineering Training Program. Among those completing the pilot program are: (L to R) Dorothy Dmuchowski, Marian Stange, Louise Coleman, Laura Husarik, Diane Crowe, Helen Long, Bernice Waterman, Alice Richardson, Claire Sklarow, and Helma Connors. Dorothy Heideman and Diane Youngs (who is presently working at Stuart) were unable to attend. (Photo by Marie Trimborn)

Deliver message from Grumman team on JFK

"Thanks to your quick responses, we're able to keep 'em flying."

On November 26, Wes Moseman delivered that message from the Grumman Field Service team aboard the carrier U.S.S. John F. Kennedy to the people back home in the Logistics and Shipping Departments.

The 28 Grummanites aboard the carrier, led by Moseman, have had their work cut out for them since the Kennedy pulled out of Norfolk in June for an eight-month deployment in the Mediterranean. "Fifty-three percent of the carrier's air-defense force has Grumman rudder pedals," said Moseman at his meetings with the Logistics and the Shipping departments. "On the 'Big John's' flight deck are the F-14A Tomcat, E2C Hawkeye, A-6E Intruder, EA-6B Prowler, KA-6D tanker, and C-1A Trader ... that's a lot of planes to keep in the air."

At his morning talk with Logistics personnel in Plant 15, and in his afternoon chat with the Shipping crew in Warehouse 3M, Moseman pointed out that "the success of the Kennedy deployment reflects the kind of support the Bethpage team has been giving the Field Service reps onboard the carrier.

"It's very important that you keep responding to our requests as quickly and efficiently as you have been," said the senior Field Service rep from Norfolk. "Space is very limited to store spare parts on-board a carrier. Couple that with the kind of highly sophisticated type of aircraft that bear the Grumman name, and you can see the importance of keeping the supply lines open to the Kennedy."

Moseman pointed out to his audience that their "quick response to the requests from the carrier" had already resulted in success. "In just four-and-a-half months of its second deployment, the F-14 Tomcat has accumulated 50 percent more flight time than during its first deployment on the Enterprise," said Moseman. "And the E-2C Hawkeye is only 50 hours short of the total flight hours racked up during the aircraft's first deployment on the Saratoga. That kind of record reflects on all of the people who support us from the home front.

"But we can't rest on past achievements," continued Moseman, citing the upcoming deployment of the carrier America. "Now, more than ever, we have to show everyone that our products are 'second to none.' That can be accomplished only by your continued support from Bethpage—and we'll do our best to keep 'em flying."

obituaries

GEORGE W. LACHAT of Plant Protection, Plant 18, died November 17 at the age of 59. He had been with the company since 1963 and lived at 177 Sprucewood Drive, Levittown.

ARTHUR BRIDENSTINE of Airport Operations, Plant 7, died November 27 at the age of 56. He had been with Grumman since 1954 and lived at 11 Lakeview Road, Riverhead.

THEODORE J. HEUERMANN of Project Engineering, Plant 35, died November 29 at the age of 50. He had been with the company since 1953 and lived at 105 First Avenue, Massapequa Park.

KENNETH T. SURPRISE of Controls, Plant 2, died November 29 at the age of 57. He had been with Grumman since 1954 and lived at 166 VanBuren Street, Massapequa Park.

CLIFFORD RUSCH of Inventory Planning and Analysis, Plant 30, died November 25 at the age of 49. He had been with the company since 1964 and lived at 15 Lee Avenue, Bethpage.

calendar

Alcoholics Anonymous: every Mon., 5 p.m. Pl. 39, classroom 1; closed meetings. Personnel Relations, X3521.

Amateur Radio Club: Wed., Dec. 17, 5 p.m., Radio Shack, roof of Pl. 5; local chapter; Two Meter Repeater Antenna Symposium; guests welcome. Emmett Goodman, X87125.

Chess Club: every Tues., 5 p.m., Pl. 30 cafe; guests welcome. Pat Charovkine, X9387.

Duplicate Bridge Club: every Thurs., 6 p.m., Pl. 30 cafe; open competition; guests welcome. Hugh Montague, X3863/Erick Stern, X1294.

Fencing Club: every Mon., 4:30-6:00 p.m., Pl. 30 cafe. George Kegney, X86048.

GAC Divers: Wed., Jan. 14, 5 p.m., Pl. 28 lobby; general meeting; guests welcome. Steve Failer, X86338.

Grumman Model Railroad Society: every Wed., 5:30-9:30 p.m., Model RR Bldg. (at Pl. 3 rr crossing); reg. mtg.; guests welcome. Ray Muntz, X87409.

Institute of Electrical & Electronic Engineers (IEEE): Wed., Jan. 7, PINY, Farmingdale; guest speaker: James P. Moran, The Aluminum Association— "Status Report on Aluminum Wiring for Homes;" guests welcome. H. Wolf, X2860.

Karate Club: every Mon., Tues., & Thurs., 5:30 p.m., Pl. 35 cafe; guests welcome. Hy Dreksler, X86812.

Rod & Gun Club: every Mon., 4:30-9:30 p.m., NYS Armory, Riverhead; 1st & 3rd Mon., 8-10 p.m., Naval Reserve Training Center, Huntington; every Tues., 6-8 p.m., Colonial Firearms, Levittown; every Thurs., 6-10 p.m., Old Bethpage Club Range, W. Babylon; every Fri., 6-8:30 p.m., Marine HQ Range, Garden City; practice & matches; open to all Grummanites. Call GAA for information.

Ski Club: Wed., Dec. 17, 6:30 p.m., The Plaza Restaurant, corner Old Country Rd. & Newbridge Rd.; guests welcome. Betty Stinson, X86111.

service milestones

45

J. Mockovciak Jr.

R.E. Coutieri

35

Leonard R. Luke, Tech. Dir. (1)
Donald H. Hartmann, Rec. Insp-Gen. (24)
Edward F. Meaney, Drafting (35)

Samuel Coles, Maj. Assy. (1)
Alfred Anuszewski, E.B. Weld (2)
George Stajk, Templates (2)
Arthur Froelich, Static Test (5)
Roger B. Conklin, PPO—Space (25)
John Mockovciak Jr., Energy Prog.-Mgmt. & Stf. (25)
Robert E. Courtieri, Prog. Contracts (35)

30

Rudolph G. Milko, Prototype (2)
Rodney D. Payntar, Controls (2)
Martin W. Ferguson, Prod. Rel. & Analy. (2)
Joseph G. Maliszewski, Insp-Tooling (2)
James W. Van Essendelft, Prod. Deputy & Statn. Foreman (6)
Curtiss E. Russell, Quality Engg. (6)
Charles Famera Jr., Flt. Ops. (7)
James J. Canniff, Dispatching (24)
Eugene Earley Jr., Fuselage Joining (27)
Anthony J. Schumacher, Ind. Engg. Layout & Equip. (27)
Godfrey Tonnesen, Wing Sub-Assy. (36)
Anthony C. Reheiser, Sub-Assy. (77)

20

Edward T. Barron, Ops. Mgmt. & Staff. (2)
Harold J. Sieranski, Steel Parts Assy. (2)
Peter Balasko, Prod. Release & Analy. (2)
Leonard L. Auchenbaugh, Flt. Ops. (4)
Melroy C. Wypler, Insp-Electronics (4)
Vernon C. Guild, CMS Training—Iran (5)
Donald F. Martin, Engines (6)
Nicholas J. Dono, Elect. Bench Assy. (6)
William Palmer, Mfg. Insp. Elect. (7)
Gerard A. Beaudoin Jr., QC Lab. (10)
Frank F. DiFranco, Plastic/Plaster Tooling (11)
Donald B. O'Brien, Fuselage Joining (27)
Wallace W. Brown, Employment (28)
Roy M. Dowling, Plant Protection (34)
Robert J. Coletti, Structural Design (35)
Rudolph Adornato, Trajectory Analy. (35)
John W. Brook, Fluid Dynamics (35)
Bertram H. Dawkins Jr., Land Gear/Carrier Suit. (40)
Kenneth R. Crow, F-14 Final Assy. (77)
Stephan Reichardt, Planning—Grumman Houston

25

A. Anuszewski

G. Stajk

A. Froelich

R.B. Conklin

15

Clement T. Joie Jr., Sub-Assy. Maj (1)
DeWitt B. Blossom, Controls (2)
Robert G. Huml, Training & Dev. (6)
Robert Zelenka, Maint. Indust. Control (12)
James C. Reed, P/S Program Mgmt. (15)
William E. Kallansrude, Radar (15)
Norman C. Peele Jr., Research (26)
William E. Voehl, Maint-Facl. Equip. & Gen. (30)
Bernard C. Borgwardt, Assy. Tool & Hand Equip. (36)
John J. Gilfedder, Avionics Purchasing (44)
Eva R. Bauer, Proj. Secy. Serv. (47)
Dorothy A. Tveter, F-14 Iran (60)
Milton A. Wegler, Indust-Eng. (77)

people

A couple of weeks ago *PLANE NEWS* carried a story about Senior Vice President Mike Pelehach's election as a Fellow of the American Institute of Aeronautics and Astronautics, and we mentioned that five other Grummanites had preceded him into that august body. It didn't take long to discover that there were at least two others we left out of that listing, including Roy Grumman, one of the six original founders of the company, its first president and chairman, and, since his retirement in 1966, chairman emeritus. Grumman was elected to a Fellowship in the Institute of Aeronautical Sciences many years ago, but since then that organization merged with the American Rocket Society to become the American Institute of Aeronautics and Astronautics.

The second Fellow that went unmentioned—and he happens to be the second from Grumman elected—is Bob Hall, former test pilot, later a vice president, and, since 1970, in retirement from the company.

Typewriter appeal...

Joseph Garraffa of Plant 1 is not just a concerned parent, he's one who is doing something about it. His 10-year-old daughter Susan has cerebral palsy and attends the Board of Cooperative Education (BOCE) Rehabilitation Center Suffolk State School at Melville, N.Y. What he's doing is helping the school, which has been hit by funding cuts, by collecting supplies necessary for teaching the children.

He began about six months ago when he noticed old pencils, too short for use by co-workers, being thrown away. When he explained what he wanted them for, they willingly began filling a portion of the need. Then he began recovering old pads of paper, partially used or written on one side.

Recently he learned of the school's need for typewriters. Because many of the children who might have difficulty writing with pencils are capable of putting a machine to use, he hit on the idea of making a company-wide appeal for donations of old typewriters in any condition. He's already lined-up Grumman typewriter repairmen who have volunteered their free time. Now all he needs is the typewriters.

Garraffa, who also has a second disabled child (a son with nephrosis, the kidney ailment) says, "I have a deep feeling for kids who are handicapped." People who share that feeling and just happen to have an old writing machine they are hesitant to throw away can now turn them into valuable tools for the childrens' future. He can be reached on Ext. 1512 between 8 and 4 weekdays and will happily pick donations up in his car.

Get new posts ...

There have been a number of changes in assignments in recent months within Grumman Aerospace. Among them was the naming of Art Melrose as deputy director of Stuart Operations. Also at Stuart, Jim Dowling is now lead inspector in Quality Control.

Others who received changes in assignments were: TECHNICAL OPERATIONS—Hart Wagner, engineering manager, IR Suppressor Program; Jurgen Wiehl, project leader, Electronic Data Automation III Design, both in Product Engineering; and in the Product Support Department, Joseph Mattal, technical specialist, Optical Systems Mensuration; Edward Shea, Project Manager, Equipment Technology; and Charles Esposito, project engineer, Electronic/Electrical Engineering, both in A.T.E. Systems; Lou Appleman, project leader on the F-14; William Schultz, Field Service, F-14; and John McDonald, Systems Technology, A.T.E. Systems, both project managers.

MANUFACTURING OPERATIONS—Jim Reilly, foreman, Electron Beam Welding Final Assy., Charles Schimmel, planning manager, Detail Parts; Pat Bernardo, section head, Methods Engineering; Charles Chlanda, Jr., manufacturing program manager, AGEH-1 Hydrofoil Strut; John Schneider, Pl. 27; Richard Patwell, Pl. 36, both appointed plant manager; and Robert LaManna, production program manager, Advanced Composites.

PROGRAM MANAGEMENT—Jerome Goldmacher, program manager U.S. Army Modifications Program, whose program is design, fabrication, ground and flight test of a prototype Infra Red Suppressor for use on Army OC-1D Mohawk Aircraft; and in CALVERTON OPERATIONS—Joe Weiss, Configuration mgr.

Las Vegas trip on tap in 1976

This past May, GAA's four-day tour to Las Vegas was a big attraction judging from the number of Grumman employees, retirees, and family members who signed up for the excursion. Two planes flew to the "entertainment capital of the world."

For those who missed this famous "weekend" tour or who are planning a return engagement, GAA has good news. Another trip to Las Vegas has been scheduled for May 14 to 17 in 1976.

Registration for the three-night package—$249 per person—will take place in January. More details will be published in the January 16 issue of *Plane News*.

Draw praise. Prowler NPE team that drew salute from Rear Adm. F.T. Brown includes: (standing L-R) Al Gurkewitz, Ed Cartoski, Bill Gordon, Tony Lawrence, Lt. Roy Driver, Lt. Cdr. Zeke Zardeskas, Lt. Larry Schadegg, Lt. Cdr. Jack Kraft, Capt. Joe Garbrous, Don Henderson (Johns Hopkins); Jim Vachalek (NATC); Marty Ritter (NATC); Chuck LeMay (NATC); (front row) Don Zielinski; Bob Scholly, Rich De Canio, Dick Halsey, Jack Cullen, George Graefe, Howard Giller, and Tom Vogt.

Improved Prowler clears first hurdle

In the thrust, parry, and riposte of modern air warfare, electronic warfare systems are becoming more and more vital to a nation's very survival, so it's not surprising that the successful completion of the first phase of Naval Preliminary Evaluation trials of an improved version of the EA-6B Prowler drew an immediate hurrah from the top man at the Naval Air Test Center, Rear Adm. F.T. Brown.

The test of the EA-6B improved capability (I-CAP), conducted in October at Calverton, involved the flight testing of new radar displays, operational software (computer programs), cockpit rearrangement, and other improvements to the system that will give the four-man Prowler crew more tactical data and greater flexibility in performing their basic mission: jamming enemy threat radars.

In commenting on the tests, Admiral Brown saluted the NPE team from the Naval Air Test Center at Patuxent River, Md., and the Grumman maintenance, engineering, and flight test personnel who supported the Prowler trials at Calverton. Said Admiral Brown: "As testimony to their dedicated effort, the Naval Preliminary Evaluation team was able to complete 12 consecutive flights on schedule. Additionally, the comprehensive and professional flight debriefs with engineering personnel greatly assisted the NPE air crew in understanding, operating, and evaluating the Improved Capability Tactical Jamming System ... Please extend my appreciation to the EA-6B team for their professional and dedicated support."

According to Dan O'Neill, EA-6B Program Manager, maintaining the status quo is not good enough in electronic warfare. One of the ways the United States stays ahead of the ever increasing threat is by continuously improving the EA-6B, the Navy's outstanding ECM aircraft that has been in service since the early Seventies.

The most recent NPE trial of the EA-6B, the third version of this electronic warfare aircraft, was even more significant than earlier ones, said O'Neill, because it occurred after only three months of a scheduled eight-month flight development program. The first EA-6B production aircraft incorporating the improved electronic capability is scheduled to be sold to the Navy in February; a modification program to update the basic EA-6B now in the Fleet to the improved configuration starts next October.

But "staying ahead" in the electronic warfare field leaves little time for exulting over past successes. Grumman engineers and Navy officials are already discussing plans for the next version of the EA-6B. It will incorporate improvements to the radar jamming equipment, new jamming techniques and the addition of an electronic data link with task force command centers aboard naval surface units.

And so it continues. Thrust, parry, riposte, parry, thrust ...

Tips for colds

Although there doesn't appear to be any sure-fire way to cure a cold, here are a number of recommendations from the Health Insurance Institute that will help:

- Try to get more rest than usual.
- A hot bath or shower before going to bed may help decongest respiratory passages.
- Drink lots of liquids.
- If you have a fever, take something—such as an aspirin—to lower it. A nasal decongestant or antihistamine may provide relief for blocked sinuses, and a hot lemonade can help relieve a sore throat.
- If you smoke, try hard to stop.

Remember, colds are caused by viruses, so antibiotics are of no use, although they may be prescribed to treat such complications as ear, throat, or sinus infection caused by bacteria.

If you have any doubt about whether you have a cold or some other type of infection, contact your own doctor, don't undertake home treatment.

Change in dialing

Effective December 27 of this year, the dial access code for calling Calverton telephone extensions from Bethpage, Garden City, Woodbury, Melville, and Great River facilities will be changed from 57 to 517.

Personal

My gratitude and appreciation to all of the co-workers and personnel who expressed such sincere sympathy to myself and my children on the recent death of my husband Walter. Mary Bubb.

We would like to express our appreciation and gratitude to everyone concerned for their thoughtfulness at the time of our recent bereavement. Alice and George Quick.

Advise caution on 'holiday cheer'

This is the traditional time of the year for holiday cheer. Chances are that at least one of the dozen men and women you'll see taking a drink at your next party is among the nation's 10-million alcoholics, according to the National Council on Alcoholism. For those people—and you could be one of them—the holiday "spirit" is not a toast to a healthy new year.

Unlike the majority of Americans who drink, the alcoholic has a physical and psychological dependence on the drug. They can't stop drinking one they've started, even though alcohol is destroying their lives.

But alcoholism is an illness that can be treated. At Grumman, full coverage for such treatment of alcoholism is afforded under the company's health insurance plan. Those requesting assistance for either themselves or members of their family should contact the following: Personnel Relations, Ext. 3521; the Medical Department, Ext. 2101; or these outside agencies: L.I. Council on Alcoholism (747-2606), Alcoholics Anonymous in Nassau County (627-6050) and in Suffolk (624-1124).

Change trial dates

If you are one of the scores of hopeful keglers vying for a berth on the men's and women's varsity bowling squads, you'd better mark these dates down on your 1976 calendar.

The men's varsity trial dates have been changed to January 24, February 7-14-21 at Mid Isle Lanes in Hempstead. The top eight scorers in the rolloffs will represent the company in the 35th annual L.I. Industrial Men's Tournament that is sponsored by Grumman and slated for March 6, 13, 20, and 27.

On February 14 and 21 at the Mid Isle Lanes, the women keglers will roll off for the top eight slots on the varsity. They will bowl four games a night beginning at 6 p.m.

Family picnics flourishing across U.S., 'round world

Over the years, it has become a company tradition: wherever there are more than two Grumman employees working together, there is bound to be a family picnic.

So, it was only a matter of time before the news travelled 6,000 miles to Bethpage that Grummanites in Tehran, Iran, had held their first annual gathering with their fellow Iranian workers. Highlighting the picnic fare were "All-American cheeseburgers." For the energetic attendees, there was American football. The Iranian guests at the picnic taught their American hosts their own style of football—the international sport of soccer. Reports are that competition was tough during both contests.

While soccer may very well become an annual event at Grumman-Iranian picnics, the main attractions at the Grumman Houston outings are hayrides and horseback riding. This year's event, as in past years hosted by President Jack Buxton, was done in "big Texas style." Is there any other way?

At Milledgeville, about 450 attended the first picnic at the Georgia facility as Vice President Bill Zarkowsky introduced the many new Grummanites to the traditional company occasion. Hot dogs, beer, fried chickens, bar-b-que, spare ribs ... and just about every other type of southern delicacy was available at the gathering. And, for the first time, the yearly get together at Sterling hosted by general manager John (Johnny "O") Otterstedt was held on the facility's own picnic grounds. Highlight of that affair—besides the menu, which as usual was outstanding—was the appearance of Benny the Bum. Of course, Benny is Ben Mroz from Plant 3 who once again travelled to Virginia in the guise of a clown to entertain the kids.

Over the past few months, the West Coast has been jumping with family outings. At Pt. Mugu, the people led by director Joe Smith once again staged a spectacular show—California sunshine and all. In addition to the traditional events such as the relay races, volleyball games, and carnival booths, the Freedom Train rolled around the fairgrounds for the kiddies.

Terry Newitt, West Coast supervisor for Field Service, welcomed about 250 persons to the third annual Pacific southwest region family picnic near San Diego. Including those from the naval air station at North Island and families at China Lake and Pt. Mugu, there were several attendees from far off Whidbey Island in Washington ... and that's a bit more than an overnight hike. The weather was beautiful, just right for events like the egg-throw, softball, and, of course, suitable for munching on delicious picnic fare.

No matter where Grumman outings are held whether on the East coast or West coast—or half-way around the world—to all those who gather at these functions, the annual Grumman affairs are an enjoyable sidelight of corporate life.

Dive club students become certified

This has been a prolific year for the Grumman Scuba Divers Club. It recently graduated its second class from its eight-week training course.

The latest Grumman employees and their family members to become certified divers are: Mike Bartfield, Bill J. Bollenback, Bill S. Bollenback, Kathy Engler, John Foley, David Gebhard, Douglas Gebhard, Jennifer Gebhard, Will Holmer, Pat Hughes, Bill Kadletz, John Lachenmeyer, Craig Lemire, Ann Muller, George Muller, Kurt Nezbeda, Nancy Robinson, Jay Smith, Ed Stone, and Margaret Taormina.

According to club secretary Steve Failer, the next training course will be offered in the Spring.

GRUMMAN plane news

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